

safeguards in it. There are those who are concerned that you cannot find a neutral consultant. Some of the safeguards are that whoever...well, first the criteria that is used for the selection as well as the individual or individuals that are selected will have to have the approval or the concurrence of both the Business and Labor Committee and the Appropriations Committee. The bill states the chairman, but it is in concurrence with the committees that each of us have the...that each of us chair so that we can try and be as sure as possible that you have a neutral type of consultant to draft or propose what would be a meaningful and equitable way for negotiations to occur. This is not unusual either. Other states have done like things, and the results have been satisfactory. Obviously if the consultant comes in with a proposal and the legislative committee adopts it and it is introduced in legislation, then all sides will have an opportunity, during the next session,...

SENATOR CARSTEN: One minute.

SENATOR WARNER: ...to address that legislation and enact it or kill it. And with this committee amendment, if nothing occurs, then everybody is free, after the next session, to go ahead as we are now. I believe, and I believe very firmly that if we fail to do anything the most likely result is going to be some management-labor problems for state government that is going to be exceedingly difficult to work our way out of. I think it is exceedingly likely that any bargaining rights, somewhere along the line, could be reduced, amended to the point where there are none. I'm not in support of taking that right away. But I think the failure to put in a structure is inviting that kind of a difficulty, and I would hope you would adopt the amendment to provide the opportunity to see if an equitable and fair bargaining provision can be placed in statute so state employees have...

SENATOR CARSTEN: Time.

SENATOR WARNER: ...the same kinds of benefits that other governmental employees now have. I move the adoption of the committee amendments.

SENATOR CARSTEN: The question is shall the committee amendment be adopted. All those in favor vote aye, those opposed vote no. Have you all voted? Record, Mr. Clerk.